

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		777 556		209 366			986 922
Chief Whip			615 943	161 613	209 366			986 922
Executive Mayor			826 081	33 176	209 366			1 068 623
Deputy Executive Mayor			703 405		193 801			897 206
Executive Committee								
Total for all other councillors			54 835 317	178 691	1 245 934			56 259 942
Total Councillors	9		57 758 302	373 480	2 067 833			60 199 615
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 602 276	412 757	446 403	450 056		2 911 492
Chief Finance Officer			2 223 428	42 084	204 486	452 026		2 922 024
Head Corporate Services			1 470 955	275 011	399 060	420 871		2 565 897
Head Social Services			2 029 604	35 060	188 334	438 731		2 691 729
Head Planning			1 171 176	392 709	356 798	360 045		2 280 728
Head Human Settlements			1 653 384	415 600	349 942	451 422		2 870 348
List of each official with packages >= senior manager								
Head Economic and Rural Development			1 171 176	392 709	410 478	360 045		2 334 408
Head Engineering Services			2 138 589	60 244	197 416	438 731		2 834 980
Head Waste and Fleet Management			1 171 176	392 709	356 798	360 045		2 280 728
Head Strategic Projects			1 955 296	51 648	375 101	439 034		2 821 079
Total Senior Managers of the Municipality	9		16 587 060	2 470 531	3 284 816	4 171 006		26 513 413
A Heading for Each Entity	7,8							
List each member of board by designation								
Centlec (SOC) LTD - Electricity								
Chairperson			433 157					433 157
Deputy Chairperson			288 772					288 772
Ordinary Board Member			1 029 331					1 029 331
Senior Managers of the Entity								
Company Secretary			1 382 779	1 785				1 384 564
Chief Executive Officer			2 069 939	58 026				2 127 965
Chief Financial Officer			1 565 196	350 700				1 915 896
Executive Manager: Performance and Compliance			2 063 851	1 785				2 065 636
Executive Manager: Wires			1 536 502	1 785				1 538 287
Executive Manager: Retail			1 710 721	1 884				1 712 605
Executive Manager: Human Resources			1 536 502	1 785				1 538 287
Total for municipal entities	9		13 616 750	417 750				14 034 500
TOTAL COST OF CouncillOR, DIRECTOR and EXECUTIVE REMUNERATION	10		87 962 112	3 261 761	5 352 649	4 171 006		100 747 528

References

1. Pension and medical aid
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3. Total package must equal the total cost to the municipality
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5. Political office bearer is defined in MfMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		878 764		60 280			939 044
Chief Whip			259 014		22 120			281 134
Executive Mayor								
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors			1 866 222		413 600			2 279 822
Total Councillors	9		3 004 000		496 000			3 500 000
Senior Managers of the Municipality	6							
Municipal Manager (MM)			728 862	8 140	212 208			949 210
Chief Finance Officer			711 106	5 010	148 069			864 185
Corporate Service Director			711 106	4 010	173 967			889 083
Community Service Director			711 106	5 010	148 069			864 185
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		2 862 180	22 170	682 313			3 566 663
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		5 866 180	22 170	1 178 313			7 066 663

References

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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1	512 713		71 808			584 521
Chief Whip		1	479 662		244 621			724 283
Executive Mayor								
Deputy Executive Mayor								
Executive Committee		2	510 247		111 911			622 158
Total for all other councillors		11	2 255 346		396 691			2 652 037
Total Councillors	9	15	3 757 969		825 031			4 583 000
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	991 956	241 207	180 000			1 413 163
Chief Finance Officer		1	826 475	205 412	117 600			1 149 487
Director Technical		1	828 712	158 489	120 000			1 107 201
Director Corporate		1	871 626	166 170	72 000			1 109 796
Director Community Service		1	727 662	181 534	192 000			1 101 196
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9	5	4 246 431	952 812	681 600			5 880 843
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	20	8 004 400	952 812	1 506 631			10 463 843

References

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Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		59 981	3 543	1 868			65 392
Chief Whip		1	22 233	3 323	1 868			27 423
Executive Mayor		1						
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors	9		2 803 797	432 570	779 678			4 016 046
Total Councillors	9	11	2 886 011	439 436	783 414			4 108 861
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	692 610	194 931	286 758			1 174 300
Chief Finance Officer		1	892 535	12 457				904 992
Director Corporate Services		1	538 550	153 116	150 000			841 666
Director Technical Services		1	712 822	139 818				852 641
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9	4	2 836 518	500 322	436 758			3 773 598
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	15	5 722 529	939 758	1 220 172			7 882 458

References

1. Pension and medical aid
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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		616 000	17 520	27 720			661 240
Chief Whip								
Executive Mayor			748 042	46 825	27 720			822 586
Deputy Executive Mayor								
Executive Committee			1 547 842	12 548	55 440			1 615 829
Total for all other councillors			859 672	163 581	194 040			1 217 293
Total Councillors	9		3 771 555	240 473	304 920			4 316 948
Senior Managers of the Municipality	6							
Municipal Manager (MM)								
Chief Finance Officer								
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9							
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		3 771 555	240 473	304 920			4 316 948

References

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10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		384 696		171 460			556 156
Chief Whip			193 552		100 415			293 967
Executive Mayor			526 968		220 381			747 349
Deputy Executive Mayor								
Executive Committee			623 794		48 936			672 730
Total for all other councillors			3 303 450	39 835	1 279 512			4 622 798
Total Councillors	9		5 032 460	39 835	1 820 704			6 893 000
Senior Managers of the Municipality	6							
Municipal Manager (MM)			775 478	79 898	249 000			1 104 376
Chief Finance Officer			642 033	84 154	240 000			966 187
Director: Corporate			555 079	31 692	239 000			825 771
Director: Social & Community			941 022	23 873	180 000			1 144 895
Director: Technical			555 079	31 692	239 000			825 771
Director: Local Economic Development			555 079	31 692	239 000			825 771
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		4 023 768	283 001	1 386 000			5 692 769
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		9 056 228	322 836	3 206 704			12 585 769

References

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8. List each senior manager reporting to the CEO of an Entity by designation
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10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits Rand per Annum	Ref 10	Number	Salary	Contributions 1	Allowances	Performance Bonuses	In-kind Benefits 2	Total package 3
Councillors	4							
Speaker	5		571 716		218 925			790 641
Chief Whip			179 221		88 094			267 314
Executive Mayor								
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors			1 075 324		528 562			1 603 886
Total Councillors	9		1 826 260		835 582			2 661 842
Senior Managers of the Municipality	6							
Municipal Manager (MM)			896 841		224 210			1 121 051
Chief Finance Officer			729 242		240 000			969 242
Corporate Director			747 240		222 000			969 240
Technical Manager			684 026		285 432			969 458
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 057 349		971 642			4 028 991
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		4 883 609		1 807 224			6 690 832

References

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8. List each senior manager reporting to the CEO of an Entity by designation
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Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1	493 365	97 941	24 468			615 774
Chief Whip		1	618 599	120 623	24 468			763 690
Executive Mayor								
Deputy Executive Mayor								
Executive Committee		2	617 749	120 000	48 936			786 685
Total for all other councillors			2 608 468	429 636	930 828			3 968 932
Total Councillors	9	4	4 338 180	768 200	1 028 700			6 135 080
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 050 000	210 000	200 000	121 000		1 581 000
Chief Finance Officer			950 000	130 000	150 000	54 000		1 284 000
Director: Community Services			950 000	130 000	150 000	54 000		1 284 000
Director: Corporate Services			950 000	130 000	150 000	54 000		1 284 000
Director: Technical Services			950 000	130 000	150 000	54 000		1 284 000
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		4 850 000	730 000	800 000	337 000		6 717 000
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	4	9 188 180	1 498 200	1 828 700	337 000		12 852 080

References

1. Pension and medical aid
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Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		648 050	104 368	243 929			996 347
Chief Whip			608 002	78 883	229 366			916 251
Executive Mayor			810 669	124 998	325 239			1 260 907
Deputy Executive Mayor								
Executive Committee			6 848 215	1 042 463	2 376 184			10 266 862
Total for all other councillors			4 981 918	3 457 802	8 417 195			16 856 915
Total Councillors	9		13 896 855	4 808 513	11 591 913			30 297 281
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 399 644	254 947				1 654 590
Chief Finance Officer			1 376 475	169 645	163 161			1 709 281
Director Strategic Support			1 161 025	2 032				1 163 057
Director Community Services			1 353 622	2 032				1 355 654
Director Local Economic Development			1 353 622	2 032				1 355 654
Director Corporate Support Services			1 161 025	2 032				1 163 057
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		7 805 412	432 720	163 161			8 401 294
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		21 702 268	5 241 233	11 755 074			38 698 574

References

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9. Must reconcile to relevant section of Table A24
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Free State: Nala(FS185) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2017

Disclosure of Salaries, Allowances and Benefits		Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum		10			1			2	3
Councillors		4							
Speaker		5		488 463		185 233			673 696
Chief Whip									
Executive Mayor				610 579		225 939			836 518
Deputy Executive Mayor									
Executive Committee				1 012 249		427 066			1 439 315
Total for all other councillors				3 312 745		1 507 669			4 820 414
Total Councillors		9		5 424 036		2 345 907			7 769 943
Senior Managers of the Municipality		6							
Municipal Manager (MM)				1 702 396	1 917	115 992			1 820 305
Chief Finance Officer				1 180 008	1 917	193 320			1 375 245
Director: Corporate Services				871 908	1 917	919 688			1 793 513
Director: Technical Services									
List of each official with packages >= senior manager									
Total Senior Managers of the Municipality		9		3 754 312	5 751	1 229 000			4 989 063
A Heading for Each Entity		7,8							
List each member of board by designation									
Total for municipal entities		9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION		10		9 178 348	5 751	3 574 907			12 759 006

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
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7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		574 895	82 128	20 868			677 891
Chief Whip			370 223	91 987	168 442			630 652
Executive Mayor			661 961	159 718	20 868			842 547
Deputy Executive Mayor								
Executive Committee			2 107 505	447 746	920 313			3 475 564
Total for all other councillors			1 391 065	223 552	673 468			2 288 085
Total Councillors	9		5 105 649	1 005 131	1 803 959			7 914 739
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 208 463		36 000	169 185		1 413 648
Chief Finance Officer			987 820		30 000	159 227		1 177 047
Corporate services			955 476		18 000	133 767		1 107 243
LED & Plan Manager			987 820		18 000	133 868		1 139 688
EHS & DM Manager			987 820		18 000	133 868		1 139 688
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		5 127 399		120 000	729 915		5 977 314
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		10 233 048	1 005 131	1 923 959	729 915		13 892 053

References

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8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		478 852		176 070			654 923
Chief Whip			447 395		166 596			613 991
Executive Mayor			604 682		213 971			818 653
Deputy Executive Mayor								
Executive Committee			1 956 176		499 787			2 455 963
Total for all other councillors			4 154 055		2 364 000			6 518 055
Total Councillors	9		7 641 160		3 420 423			11 061 584
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 485 895	20 764	409 010	167 542		2 083 211
Chief Finance Officer			1 251 557	14 696	88 422	25 323		1 379 997
Director Corporate Services			1 000 431	12 548	180 613	23 447		1 217 038
Director Engineering Services			1 251 557	14 696	88 422	25 323		1 379 997
Director Public Safety and Social Security			1 080 465	13 552	207 009	25 323		1 326 348
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		6 069 904	76 256	973 475	266 958		7 386 592
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		13 711 064	76 256	4 393 898	266 958		18 448 176

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
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6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		537 427		158 458			695 885
Chief Whip								
Executive Mayor			671 785		192 048			863 833
Deputy Executive Mayor								
Executive Committee			4 244 343		723 361			4 967 704
Total for all other councillors			5 342 044		1 170 175			6 512 219
Total Councillors	9		10 795 599		2 244 042			13 039 641
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 150 250		542 996			1 693 246
Chief Finance Officer			878 355		333 637			1 211 992
Director Corporate Services			1 166 670		432 625			1 599 295
Director Public Works			1 166 670		432 625			1 599 295
Director LED			1 166 670		432 625			1 599 295
Director Community Services			1 166 670		432 625			1 599 295
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		6 695 284		2 607 133			9 302 417
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		17 490 883		4 851 175			22 342 058

References

1. Pension and medical aid
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9. Must reconcile to relevant section of Table A24
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Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		431 088	60 996	164 556			656 640
Chief Whip			222 276		94 956			317 232
Executive Mayor			538 860	76 248	200 484			815 592
Deputy Executive Mayor								
Executive Committee			889 136	128 208	303 336			1 320 680
Total for all other councillors			1 993 819	279 648	613 625			2 887 092
Total Councillors	9		4 075 179	545 100	1 376 957			5 997 236
Senior Managers of the Municipality	6							
Municipal Manager (MM)			940 970	255 487	322 651			1 519 108
Chief Finance Officer			607 587	160 942	150 040			918 569
Director Corporate Services			926 645		158 312			1 084 957
Director Community Services			878 770	35 296	112 400			1 026 466
Director Infrastructure Services			732 131	3 569	255 996			991 696
List of each official with packages >= senior manager								
Manager IDP and PMS			339 550	159 684	71 796	28 296		599 326
Manager Internal Audit and Risk management			339 550	99 384	119 820	28 296		587 050
Manager Budget and Treasury								
Manager Income			339 550	94 332	90 060	28 296		552 238
Manager Budget and Expenditure			339 550	53 220	76 944	28 296		498 010
Manager Supply Chain			339 550	59 136	81 456	28 296		508 438
Manager LED			339 550	71 268	124 800	28 296		563 914
Manager Tourism			339 550	79 356	118 896	28 296		566 098
Manager Records			339 550	92 544	118 548	28 296		578 938
Manager Human Resources			339 550	80 554	134 148	28 296		582 548
Manager Parks and Cemetery and Solid waste			339 550	63 396	58 956	28 296		490 198
Manager Waste Water and Water			339 550	94 644	118 896	28 296		581 386
Manager Electricity			339 550	59 988	126 084	28 296		553 918
Total Senior Managers of the Municipality	9		8 160 700	1 462 800	2 239 803	339 550		12 202 853
A Heading for Each Entity	7,8							
List each member of board by designation								
Manager Urban and Planning			339 550	83 916	133 332	28 296		585 094
Manager Roads			339 550	108 108	135 168	28 296		611 122
Manager Traffic, Fire and Safety			339 550	90 876	135 168	28 296		593 890
Total for municipal entities	9		1 018 649	282 900	403 668	84 887		1 790 105
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		13 254 528	2 290 800	4 020 428	424 437		19 990 194

References

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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1		36 631	636 835			673 466
Chief Whip		1			614 764			614 764
Executive Mayor		1			811 529			811 529
Deputy Executive Mayor								
Executive Committee		10		119 808	6 745 124			6 864 932
Total for all other councillors		56		405 272	13 987 018			14 392 290
Total Councillors	9	69		561 712	22 795 270			23 356 982
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	1 891 190	69 824	24 000			1 985 014
Chief Finance Officer		1	1 282 767	15 484	210 600			1 508 850
Director corporate services		1	872 824	48 291	147 662			1 068 777
Director Public safety & Transport		1	891 980	210 370	231 792			1 334 142
Director LED &Tourism		1	824 425	178 647	249 766			1 252 837
Directors - Infrastructure: Human Settlements: Community Services: Sports, arts & culture: IDPPMS		5	4 513 211	274 568	803 171			5 590 950
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9	10	10 276 396	797 184	1 666 991			12 740 572
A Heading for Each Entity	7,8							
List each member of board by designation								
Chief financial officer		1	731 279	108 000	186 732			1 026 011
Director Operations		1	726 661	57 360	135 480			919 501
Director Corporate services		1	743 561	41 604	135 480			920 645
Total for municipal entities	9	3	2 201 501	206 964	457 692			2 866 157
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	82	12 477 897	1 565 860	24 919 953			38 963 710

References

1. Pension and medical aid
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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Phumelela(FS195) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2017

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		454 808	3 552	174 402			632 762
Chief Whip								
Executive Mayor			568 508	3 552	212 304			784 364
Deputy Executive Mayor								
Executive Committee			471 252	13 479	202 684			687 415
Total for all other councillors			2 138 580	57 292	1 423 000			3 618 872
Total Councillors	9		3 633 148	77 875	2 012 390			5 723 413
Senior Managers of the Municipality	6							
Municipal Manager (MM)			715 184	127 545	199 463			1 042 191
Chief Finance Officer			677 670	120 767	189 000			987 437
Director Corporate Service			559 274	108 830	347 287			1 015 391
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		1 952 127	357 142	735 750			3 045 019
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		5 585 275	435 017	2 748 140			8 768 432

References

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8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		485 740	98 233	93 590			677 563
Chief Whip								
Executive Mayor			634 753	95 213	110 418			840 384
Deputy Executive Mayor								
Executive Committee			438 469	65 770	860 535			1 364 775
Total for all other councillors			2 221 835	473 248	477 311			3 172 395
Total Councillors	9		3 780 797	732 465	1 541 854			6 055 116
Senior Managers of the Municipality	6							
Municipal Manager (MM)			971 376	210 354	150 994			1 332 724
Chief Finance Officer			699 084	147 701	187 480			1 034 265
Director Corporate			686 140	151 489	210 211			1 047 841
Director Community			651 569	138 480	172 287			962 336
Director Technical			651 569	163 536	172 287			987 392
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 659 738	811 561	893 259			5 364 558
A Heading for Each Entity	7,8							
List each member of board by designation								
0								
0								
0								
0								
0								
0								
0								
0								
0								
0								
0								
0								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		7 440 536	1 544 025	2 435 113			11 419 674

References

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10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		472 236		189 816			662 052
Chief Whip			376 308	173 976	66 408			616 692
Executive Mayor			575 028		244 428			819 456
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors								
Total Councillors	9		1 423 572	173 976	500 652			2 098 200
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 017 676		246 000	184 770		1 448 446
Chief Finance Officer			901 776		192 000	153 379		1 247 155
Director :corporate Services			845 573		217 000	149 010		1 211 583
Director :community Services			845 573		219 400	149 010		1 213 983
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 610 598		874 400	636 169		5 121 167
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		5 034 170	173 976	1 375 052	636 169		7 219 367

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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		388 027	58 204	5 820			452 051
Chief Whip			388 027	58 204	5 820			452 051
Executive Mayor			535 296	80 294	8 029			623 620
Deputy Executive Mayor								
Executive Committee			3 689 628	553 444	55 344			4 298 417
Total for all other councillors			5 630 401	911 203	6 462 939			13 004 543
Total Councillors	9		10 631 379	1 661 350	6 537 954			18 830 682
Senior Managers of the Municipality	6							
Municipal Manager (MM)			853 058		559 105			1 412 163
Chief Finance Officer			716 568		447 399			1 163 967
Director Corporate Services			716 568		447 399			1 163 967
Director Community Services			716 568		447 399			1 163 967
Director Technical Services			716 568		447 399			1 163 967
Director LED			716 568		447 399			1 163 967
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		4 435 899		2 796 100			7 232 000
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		15 067 278	1 661 350	9 334 054			26 062 682

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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		629 647		32 400			662 047
Chief Whip			326 201		32 400			358 601
Executive Mayor			787 061		32 400			819 461
Deputy Executive Mayor								
Executive Committee			1 631 005		162 000			1 793 005
Total for all other councillors			8 759 686		907 200			9 666 886
Total Councillors	9		12 133 600		1 166 400			13 300 000
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 341 073					1 341 073
Chief Finance Officer			965 869					965 869
Director Technical services			965 869					965 869
Director Corporate services			965 869					965 869
Director Community services			965 869					965 869
List of each official with packages >= senior manager								
Human Resource Manager			911 725			75 977		987 702
Senior Finance Manager			911 725			75 977		987 702
Supply Chain Manager			911 725			81 140		992 865
Strategic Executive Support Manager			431 053		105 340	35 921		572 314
Risk and Compliance Manager			911 725			75 977		987 702
Legal and Admin Manager			911 725			75 977		987 702
Public Safety and Recreation Manager			911 725			75 977		987 702
Technical Manager			911 725			75 977		987 702
Total Senior Managers of the Municipality	9		12 017 678		105 340	572 923		12 695 940
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		24 151 278		1 271 740	572 923		25 995 940

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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits		Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum		10			1			2	3
Councillors		4							
Speaker		5		505 770		283 830			789 600
Chief Whip				474 160		318 170			792 330
Executive Mayor				632 210		241 590			873 800
Deputy Executive Mayor									
Executive Committee				3 793 250		1 593 960			5 387 210
Total for all other councillors				6 469 590		2 900 010			9 369 600
Total Councillors		9		11 874 980		5 337 560			17 212 540
Senior Managers of the Municipality		6							
Municipal Manager (MM)				1 808 610		276 000	148 530		2 233 140
Chief Finance Officer				1 923 670		54 000	139 910		2 117 580
Director Corporate Services				1 522 150		279 600	118 740		1 920 490
Director Social Services				1 432 150		349 600	117 670		1 899 420
Director Technical Services				1 133 060		439 290	113 210		1 685 560
Director Local Economic Development(LED)				1 337 050		408 000	117 010		1 862 060
List of each official with packages >= senior manager									
Total Senior Managers of the Municipality		9		9 156 690		1 806 490	755 070		11 718 250
A Heading for Each Entity		7,8							
List each member of board by designation									
Total for municipal entities		9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION		10		21 031 670		7 144 050	755 070		28 930 790

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9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		374 733	80 160	159 619			614 512
Chief Whip								
Executive Mayor			489 202	79 665	213 502			782 369
Deputy Executive Mayor								
Executive Committee			437 698	36 728	193 061			667 487
Total for all other councillors			2 025 341	292 735	1 602 833			3 920 909
Total Councillors	9		3 326 974	489 288	2 169 015			5 985 277
Senior Managers of the Municipality	6							
Municipal Manager (MM)			753 898	52 738	166 135			972 771
Chief Finance Officer			953 024	41 643	222 984			1 217 652
Corporate Services Director			902 082	30 952	214 244			1 147 277
Community Services Director			591 994	30 530	139 286			761 811
Infrastructure Services Director			249 457	24 328	185 239			459 024
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 450 455	180 192	927 888			4 558 535
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		6 777 429	669 480	3 096 903			10 543 812

References

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Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		668 000		31 000			699 000
Chief Whip			836 000		31 000			867 000
Executive Mayor								
Deputy Executive Mayor			4 362 000		170 000			4 532 000
Executive Committee			1 347 000		98 000			1 445 000
Total for all other councillors								
Total Councillors	9		7 213 000		330 000			7 543 000
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 329 000	301 000	492 000	297 000		2 419 000
Chief Finance Officer			1 285 000	3 000	394 000	235 000		1 917 000
Director Corporate Services			963 000	54 000	289 000	182 000		1 488 000
Director Local Economic Development			927 000	236 000	156 000	182 000		1 501 000
Directo Environmental Management Services			982 000	34 000	289 000	182 000		1 487 000
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		5 486 000	628 000	1 620 000	1 078 000		8 812 000
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		12 699 000	628 000	1 950 000	1 078 000		16 355 000

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22